

CIVIL COVER SHEET

The JS-CAND 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved in its original form by the Judicial Conference of the United States in September 1974, is required for the Clerk of Court to initiate the civil docket sheet. (SEE INSTRUCTIONS ON NEXT PAGE OF THIS FORM.)

I. (a) PLAINTIFFS

RENALDO NAVARRO, an individual

(b) County of Residence of First Listed Plaintiff San Mateo  
(EXCEPT IN U.S. PLAINTIFF CASES)

(c) Attorneys (Firm Name, Address, and Telephone Number)  
Arlo Uriarte, SBN 231764; Ernesto Sánchez, SBN 278006; Un Kei Wu, SBN 270058; and Daniel Iannitelli, SBN 203388  
Liberation Law Group, P.C.  
2760 Mission Street,  
San Francisco, California 94110  
Tel: (415) 695-1000; Fax: (415) 695-1006

DEFENDANTS

MENZIES AVIATION, INC., dba MENZIES

County of Residence of First Listed Defendant  
(IN U.S. PLAINTIFF CASES ONLY)  
NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE TRACT OF LAND INVOLVED.

Attorneys (If Known)  
Christopher Ward, SBN 238777; Archana Manwani, SBN 272989 and Sara Abarbanel, SBN 324045  
Foley & Lardner LLP,  
555 S. Flower Street, Suite 3300  
Los Angeles, CA 90071; Tel 213.972.4500

II. BASIS OF JURISDICTION (Place an "X" in One Box Only)

- ☐ 1 U.S. Government Plaintiff
- ☐ 2 U.S. Government Defendant
- ☐ 3 Federal Question  
(U.S. Government Not a Party)
- ☒ 4 Diversity  
(Indicate Citizenship of Parties in Item III)

III. CITIZENSHIP OF PRINCIPAL PARTIES (Place an "X" in One Box for Plaintiff and One Box for Defendant)

|   | PTF                                   | DEF                        |   | PTF                        | DEF                                   |
|---|---------------------------------------|----------------------------|---|----------------------------|---------------------------------------|
| Citizen of This State                   | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 1 | Incorporated or Principal Place of Business In This State     | <input type="checkbox"/> 4 | <input type="checkbox"/> 4            |
| Citizen of Another State                | <input type="checkbox"/> 2            | <input type="checkbox"/> 2 | Incorporated and Principal Place of Business In Another State | <input type="checkbox"/> 5 | <input checked="" type="checkbox"/> 5 |
| Citizen or Subject of a Foreign Country | <input type="checkbox"/> 3            | <input type="checkbox"/> 3 | Foreign Nation  | <input type="checkbox"/> 6 | <input type="checkbox"/> 6            |

IV. NATURE OF SUIT (Place an "X" in One Box Only)

| CONTRACT   | TORTS  |   | FORFEITURE/PENALTY   | BANKRUPTCY   | OTHER STATUTES  |
|--|--|---|--|--|---|
| <input type="checkbox"/> 110 Insurance   | <b>PERSONAL INJURY</b>   | <b>PERSONAL INJURY</b>  | <input type="checkbox"/> 625 Drug Related Seizure of Property 21 USC § 881 | <input type="checkbox"/> 422 Appeal 28 USC § 158                     | <input type="checkbox"/> 375 False Claims Act   |
| <input type="checkbox"/> 120 Marine  | <input type="checkbox"/> 310 Airplane                            | <input type="checkbox"/> 365 Personal Injury – Product Liability                          | <input type="checkbox"/> 690 Other   | <input type="checkbox"/> 423 Withdrawal 28 USC § 157                 | <input type="checkbox"/> 376 Qui Tam (31 USC § 3729(a))                                       |
| <input type="checkbox"/> 130 Miller Act  | <input type="checkbox"/> 315 Airplane Product Liability          | <input type="checkbox"/> 367 Health Care/Pharmaceutical Personal Injury Product Liability | <b>LABOR</b>   | <b>PROPERTY RIGHTS</b>   | <input type="checkbox"/> 400 State Reapportionment  |
| <input type="checkbox"/> 140 Negotiable Instrument                                   | <input type="checkbox"/> 320 Assault, Libel & Slander            | <input type="checkbox"/> 368 Asbestos Personal Injury Product Liability                   | <input type="checkbox"/> 710 Fair Labor Standards Act                      | <input type="checkbox"/> 820 Copyrights                              | <input type="checkbox"/> 410 Antitrust  |
| <input type="checkbox"/> 150 Recovery of Overpayment Of Veteran’s Benefits           | <input type="checkbox"/> 330 Federal Employers’ Liability        | <b>PERSONAL PROPERTY</b>  | <input type="checkbox"/> 720 Labor/Management Relations                    | <input type="checkbox"/> 830 Patent                                  | <input type="checkbox"/> 430 Banks and Banking  |
| <input type="checkbox"/> 151 Medicare Act  | <input type="checkbox"/> 340 Marine                              | <input type="checkbox"/> 370 Other Fraud  | <input type="checkbox"/> 740 Railway Labor Act                             | <input type="checkbox"/> 835 Patent–Abbreviated New Drug Application | <input type="checkbox"/> 450 Commerce   |
| <input type="checkbox"/> 152 Recovery of Defaulted Student Loans (Excludes Veterans) | <input type="checkbox"/> 345 Marine Product Liability            | <input type="checkbox"/> 371 Truth in Lending   | <input type="checkbox"/> 751 Family and Medical Leave Act                  | <input type="checkbox"/> 840 Trademark                               | <input type="checkbox"/> 460 Deportation  |
| <input type="checkbox"/> 153 Recovery of Overpayment of Veteran’s Benefits           | <input type="checkbox"/> 350 Motor Vehicle                       | <input type="checkbox"/> 380 Other Personal Property Damage                               | <input type="checkbox"/> 790 Other Labor Litigation                        | <b>SOCIAL SECURITY</b>   | <input type="checkbox"/> 470 Racketeer Influenced & Corrupt Organizations                     |
| <input type="checkbox"/> 160 Stockholders’ Suits                                     | <input type="checkbox"/> 355 Motor Vehicle Product Liability     | <input type="checkbox"/> 385 Property Damage Product Liability                            | <input type="checkbox"/> 791 Employee Retirement Income Security Act       | <input type="checkbox"/> 861 HIA (1395ff)                            | <input type="checkbox"/> 480 Consumer Credit  |
| <input type="checkbox"/> 190 Other Contract  | <input type="checkbox"/> 360 Other Personal Injury               |   | <b>IMMIGRATION</b>   | <input type="checkbox"/> 862 Black Lung (923)                        | <input type="checkbox"/> 485 Telephone Consumer Protection Act                                |
| <input type="checkbox"/> 195 Contract Product Liability                              | <input type="checkbox"/> 362 Personal Injury-Medical Malpractice |   | <input type="checkbox"/> 462 Naturalization Application                    | <input type="checkbox"/> 863 DIWC/DIWW (405(g))                      | <input type="checkbox"/> 490 Cable/Sat TV   |
| <input type="checkbox"/> 196 Franchise   | <b>CIVIL RIGHTS</b>  | <b>PRISONER PETITIONS</b>   | <input type="checkbox"/> 465 Other Immigration Actions                     | <input type="checkbox"/> 864 SSID Title XVI                          | <input type="checkbox"/> 850 Securities/Commodities/Exchange                                  |
| <b>REAL PROPERTY</b>   | <input type="checkbox"/> 440 Other Civil Rights                  | <b>HABEAS CORPUS</b>  |  | <input type="checkbox"/> 865 RSI (405(g))                            | <input type="checkbox"/> 890 Other Statutory Actions  |
| <input type="checkbox"/> 210 Land Condemnation                                       | <input type="checkbox"/> 441 Voting                              | <input type="checkbox"/> 463 Alien Detainee   |  | <b>FEDERAL TAX SUITS</b>   | <input type="checkbox"/> 891 Agricultural Acts  |
| <input type="checkbox"/> 220 Foreclosure   | <input checked="" type="checkbox"/> 442 Employment               | <input type="checkbox"/> 510 Motions to Vacate Sentence                                   |  | <input type="checkbox"/> 870 Taxes (U.S. Plaintiff or Defendant)     | <input type="checkbox"/> 893 Environmental Matters.   |
| <input type="checkbox"/> 230 Rent Lease & Ejectment                                  | <input type="checkbox"/> 443 Housing/Accommodations              | <input type="checkbox"/> 530 General  |  | <input type="checkbox"/> 871 IRS—Third Party 26 USC § 7609           | <input type="checkbox"/> 895 Freedom of Information Act                                       |
| <input type="checkbox"/> 240 Torts to Land   | <input type="checkbox"/> 445 Amer. w/Disabilities-Employment     | <input type="checkbox"/> 535 Death Penalty  |  |  | <input type="checkbox"/> 896 Arbitration  |
| <input type="checkbox"/> 245 Tort Product Liability                                  | <input type="checkbox"/> 446 Amer. w/Disabilities-Other          | <b>OTHER</b>  |  |  | <input type="checkbox"/> 899 Administrative Procedure Act/Review or Appeal of Agency Decision |
| <input type="checkbox"/> 290 All Other Real Property                                 | <input type="checkbox"/> 448 Education                           | <input type="checkbox"/> 540 Mandamus & Other   |  |  | <input type="checkbox"/> 950 Constitutionality of State Statutes                              |
|  |  | <input type="checkbox"/> 550 Civil Rights   |  |  |   |
|  |  | <input type="checkbox"/> 555 Prison Condition   |  |  |   |
|  |  | <input type="checkbox"/> 560 Civil Detainee - Conditions of Confinement                   |  |  |   |

V. ORIGIN (Place an "X" in One Box Only)

- ☐ 1 Original Proceeding
- ☒ 2 Removed from State Court
- ☐ 3 Remanded from Appellate Court
- ☐ 4 Reinstated or Reopened
- ☐ 5 Transferred from Another District (specify)
- ☐ 6 Multidistrict Litigation–Transfer
- ☐ 8 Multidistrict Litigation - Direct File

VI. CAUSE OF ACTION

Cite the U.S. Civil Statute under which you are filing (Do not cite jurisdictional statutes unless diversity):  
23 USC 1332; Ca Gov't Code Sec. 12900 et seq. (discrimination and retaliation); wrongful termination; IIED  
Brief description of cause:  
Plaintiff alleges that he was discriminated against on the basis of his race; retaliated and wrongfully terminated

VII. REQUESTED IN COMPLAINT:

☐ CHECK IF THIS IS A CLASS ACTION UNDER RULE 23, Fed. R. Civ. P. DEMAND \$ Unlimited  
CHECK YES only if demanded in complaint: JURY DEMAND: ☒ Yes ☐ No

VIII. RELATED CASE(S), IF ANY (See instructions):

JUDGE

DOCKET NUMBER

IX. DIVISIONAL ASSIGNMENT (Civil Local Rule 3-2)

(Place an "X" in One Box Only) ☒ SAN FRANCISCO/OAKLAND ☐ SAN JOSE ☐ EUREKA-MCKINLEYVILLE

DATE SIGNATURE OF ATTORNEY OF RECORD

## INSTRUCTIONS FOR ATTORNEYS COMPLETING CIVIL COVER SHEET FORM JS-CAND 44

**Authority For Civil Cover Sheet.** The JS-CAND 44 civil cover sheet and the information contained herein neither replaces nor supplements the filings and service of pleading or other papers as required by law, except as provided by local rules of court. This form, approved in its original form by the Judicial Conference of the United States in September 1974, is required for the Clerk of Court to initiate the civil docket sheet. Consequently, a civil cover sheet is submitted to the Clerk of Court for each civil complaint filed. The attorney filing a case should complete the form as follows:

- I. a) Plaintiffs-Defendants.** Enter names (last, first, middle initial) of plaintiff and defendant. If the plaintiff or defendant is a government agency, use only the full name or standard abbreviations. If the plaintiff or defendant is an official within a government agency, identify first the agency and then the official, giving both name and title.
- b) County of Residence.** For each civil case filed, except U.S. plaintiff cases, enter the name of the county where the first listed plaintiff resides at the time of filing. In U.S. plaintiff cases, enter the name of the county in which the first listed defendant resides at the time of filing. (NOTE: In land condemnation cases, the county of residence of the "defendant" is the location of the tract of land involved.)
- c) Attorneys.** Enter the firm name, address, telephone number, and attorney of record. If there are several attorneys, list them on an attachment, noting in this section "(see attachment)."
- II. Jurisdiction.** The basis of jurisdiction is set forth under Federal Rule of Civil Procedure 8(a), which requires that jurisdictions be shown in pleadings. Place an "X" in one of the boxes. If there is more than one basis of jurisdiction, precedence is given in the order shown below.
  - (1) United States plaintiff. Jurisdiction based on 28 USC §§ 1345 and 1348. Suits by agencies and officers of the United States are included here.
  - (2) United States defendant. When the plaintiff is suing the United States, its officers or agencies, place an "X" in this box.
  - (3) Federal question. This refers to suits under 28 USC § 1331, where jurisdiction arises under the Constitution of the United States, an amendment to the Constitution, an act of Congress or a treaty of the United States. In cases where the U.S. is a party, the U.S. plaintiff or defendant code takes precedence, and box 1 or 2 should be marked.
  - (4) Diversity of citizenship. This refers to suits under 28 USC § 1332, where parties are citizens of different states. When Box 4 is checked, the citizenship of the different parties must be checked. (See Section III below; **NOTE: federal question actions take precedence over diversity cases.**)
- III. Residence (citizenship) of Principal Parties.** This section of the JS-CAND 44 is to be completed if diversity of citizenship was indicated above. Mark this section for each principal party.
- IV. Nature of Suit.** Place an "X" in the appropriate box. If the nature of suit cannot be determined, be sure the cause of action, in Section VI below, is sufficient to enable the deputy clerk or the statistical clerk(s) in the Administrative Office to determine the nature of suit. If the cause fits more than one nature of suit, select the most definitive.
- V. Origin.** Place an "X" in one of the six boxes.
  - (1) Original Proceedings. Cases originating in the United States district courts.
  - (2) Removed from State Court. Proceedings initiated in state courts may be removed to the district courts under Title 28 USC § 1441. When the petition for removal is granted, check this box.
  - (3) Remanded from Appellate Court. Check this box for cases remanded to the district court for further action. Use the date of remand as the filing date.
  - (4) Reinstated or Reopened. Check this box for cases reinstated or reopened in the district court. Use the reopening date as the filing date.
  - (5) Transferred from Another District. For cases transferred under Title 28 USC § 1404(a). Do not use this for within district transfers or multidistrict litigation transfers.
  - (6) Multidistrict Litigation Transfer. Check this box when a multidistrict case is transferred into the district under authority of Title 28 USC § 1407. When this box is checked, do not check (5) above.
  - (8) Multidistrict Litigation Direct File. Check this box when a multidistrict litigation case is filed in the same district as the Master MDL docket. Please note that there is no Origin Code 7. Origin Code 7 was used for historical records and is no longer relevant due to changes in statute.
- VI. Cause of Action.** Report the civil statute directly related to the cause of action and give a brief description of the cause. **Do not cite jurisdictional statutes unless diversity.** Example: U.S. Civil Statute: 47 USC § 553. Brief Description: Unauthorized reception of cable service.
- VII. Requested in Complaint.** Class Action. Place an "X" in this box if you are filing a class action under Federal Rule of Civil Procedure 23. Demand. In this space enter the actual dollar amount being demanded or indicate other demand, such as a preliminary injunction. Jury Demand. Check the appropriate box to indicate whether or not a jury is being demanded.
- VIII. Related Cases.** This section of the JS-CAND 44 is used to identify related pending cases, if any. If there are related pending cases, insert the docket numbers and the corresponding judge names for such cases.
- IX. Divisional Assignment.** If the Nature of Suit is under Property Rights or Prisoner Petitions or the matter is a Securities Class Action, leave this section blank. For all other cases, identify the divisional venue according to Civil Local Rule 3-2: "the county in which a substantial part of the events or omissions which give rise to the claim occurred or in which a substantial part of the property that is the subject of the action is situated."

**Date and Attorney Signature.** Date and sign the civil cover sheet.